MEETING

STATE OF CALIFORNIA

PUBLIC EMPLOYEES' RETIREMENT SYSTEM

BOARD OF ADMINISTRATION

FINANCE & ADMINISTRATION COMMITTEE

ROBERT F. CARLSON AUDITORIUM

LINCOLN PLAZA NORTH

400 P STREET

SACRAMENTO, CALIFORNIA

WEDNESDAY, JUNE 21, 2017 8:30 A.M.

JAMES F. PETERS, CSR CERTIFIED SHORTHAND REPORTER LICENSE NUMBER 10063

APPEARANCES

COMMITTEE MEMBERS:

Mr. Richard Costigan, Chairperson

Ms. Theresa Taylor, Vice Chairperson

Mr. John Chiang, represented by Ms. Jeree Glasser-Hedrick

Mr. J.J. Jelincic

Mr. Henry Jones

Mr. Bill Slaton

Ms. Betty Yee, represented by Ms. Karen Greene-Ross

BOARD MEMBERS:

Mr. Rob Feckner, President

Mr. Michael Bilbrey

Mr. Richard Gillihan

Ms. Dana Hollinger

Mr. Ron Lind

STAFF:

Ms. Marcie Frost, Chief Executive Officer

Mr. Matthew Jacobs, General Counsel

Ms. Marlene Timberlake D'Adamo, Interim Chief Financial Officer

Ms. Tanya Black, Committee Secretary

Ms. Kimberly Malm, Chief, Operations Support Services Division

APPEARANCES CONTINUED

ALSO PRESENT:

Mr. Brian Allison, American Federation of State, County, and Municipal Employees

Mr. Terry Brennand, Service Employees International Union

Mr. Tristan Brown, California Federation of Teachers

Ms. Sara Flocks, California Labor Federation

Mr. Pat Whalen, United Nurses Association of California

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| 4. | Consent Items Information Consent Items: a. 2017 Annual Calendar Review b. 2018 Annual Calendar Review c. Draft Agenda for the September 19, 2017 Finance and Administration Committee Meeting | 4 |
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PROCEEDINGS

CHAIRPERSON COSTIGAN: All right. Well, let's go ahead and call to order the June 21st meeting of the Finance and Administration Committee. Would the Committee Secretary please call the roll?

COMMITTEE SECRETARY BLACK: Richard Costigan?

CHAIRPERSON COSTIGAN: Here.

COMMITTEE SECRETARY BLACK: Theresa Taylor?

VICE CHAIRPERSON TAYLOR: Here.

10 COMMITTEE SECRETARY BLACK: Jeree Glasser-Hedrick

for John Chiang?

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12 CHAIRPERSON COSTIGAN: Just say "here".

ACTING COMMITTEE MEMBER GLASSER-HEDRICK: Here.

(Laughter.)

15 COMMITTEE SECRETARY BLACK: J.J. Jelincic?

COMMITTEE MEMBER JELINCIC: Here.

17 | COMMITTEE SECRETARY BLACK: Henry Jones?

COMMITTEE MEMBER JONES: Here.

COMMITTEE SECRETARY BLACK: Bill Slaton?

COMMITTEE MEMBER SLATON: Here.

21 | COMMITTEE SECRETARY BLACK: Karen Greene-Ross for

22 | Betty Yee?

ACTING COMMITTEE MEMBER GREENE-ROSS: Here.

24 CHAIRPERSON COSTIGAN: All right. Well, good

25 | morning. Good morning.

INTERIM CHIEF FINANCIAL OFFICER TIMBERLAKE
D'ADAMO: Good morning.

CHAIRPERSON COSTIGAN: We're going to start with the Executive Officer's report first.

INTERIM CHIEF FINANCIAL OFFICER TIMBERLAKE

D'ADAMO: Good morning, Mr. Chair, Madam Vice Chair, and

members of the Committee. Marlene Timberlake D'Adamo,

Calpers team member.

The agenda item before you today is a proposal to add a term to CalPERS' contracts regarding management neutrality in labor organizing activities. In addition to today's agenda, I wanted to provide you with an update on the East San Gabriel Human Services Consortium and Voluntary Termination.

The final termination valuation was completed effective May 30th, 2017. The benefit reduction factor is 63.15 percent for classic plan members, and 67.83 percent for PEPRA members. Letters have been sent to the affected members.

The next Finance and Administration Committee meeting is scheduled for September 19th, 2017 and will include the annual reporting for the Customer Service Cost Effectiveness Measurements, CEM, update, and actuarial valuation for the terminated agency pool.

Also being presented is the reporting on

participating employers, annual diversity report, and the risk profile review.

Thank you, Mr. Chair. This concludes my report. I would be happy to take questions.

CHAIRPERSON COSTIGAN: Thank you.

Mr. Jelincic.

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COMMITTEE MEMBER JELINCIC: On East San Gabriel, we've sent the letters notifying them of the reductions. Do they have appeal rights? Are we going to be looking at, you know, ALJ decisions on that?

GENERAL COUNSEL JACOBS: Mr. Jelincic, they do not -- well, they have very limited appeal rights. Their appeal rights are limited to whether the calculation was done correctly.

COMMITTEE MEMBER JELINCIC: Okay. Thank you.

CHAIRPERSON COSTIGAN: Okay. Thank you. Our next item is action consent for the approval of the May 16, 2017 Finance and Administration meeting minutes.

Can I have a motion?

COMMITTEE MEMBER JONES: Move it.

COMMITTEE MEMBER JELINCIC: Second.

CHAIRPERSON COSTIGAN: It's moved by Jones,

seconded by Jelincic.

All in favor?

25 (Ayes.)

CHAIRPERSON COSTIGAN: Opposed?

Motion carries. Thank you.

I have not received any requests to pull any items off of 4a, b, or c. Are there any questions?

All right. Now, we're going to move on to Item 5, which is Program Administration.

Ms. Malm, you're up.

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:

Good morning, Mr. Chairman --

CHAIRPERSON COSTIGAN: Good morning.

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:

-- and members of the Finance and Administration

Committee. Kim Malm, CalPERS team member. Before you is
an action item requesting to add a new provision to

CalPERS contracts for non-investment contracts. The
provision will support and encourage management neutrality
with respect to union organizing activities.

This is coming before you for consideration at the request of the State Treasurer's office from our last meeting last month.

The Committee directed the team to return with options to address management neutrality in labor organizing activities and enforcement oversight. We took into consideration the analysis that we provided to the Committee in February on this topic, where we looked at

potential application of Responsible Contractor Policy in all CalPERS contracts. In February, we outlined a number of issues that would need to be addressed, including potential legislative changes, oversight responsibility and cost impacts.

In preparing this month's agenda item and recommendation, the team considered earlier analysis prepared for the Committee as it relates to our current Responsible Contractor Program.

First, we reviewed the legal opinions that were prepared for the Board at its 2008 workshop on our Responsible Contractor Program. At that time, two outside law firms agreed that an attempt by CalPERS to require its real estate managers and delegates to remain neutral in labor disputes would be preempted by the National Labor Relations Act, except where CalPERS maintained a majority ownership interest in the underlying investment operated by the manager.

We also had an opinion from the Board's fiduciary counsel. Those non-privileged opinions are provided as an attachment in your agenda item.

Given the passage of time, and the possibility that the law has changed, we had the NLRA and the fiduciary legal opinions refreshed. These attorney-client privileged memos were provided to you under separate cover

on June 7th, 2017.

The CalPERS team believes that with the exception of investment manager contracts, the Board probably has discretion to add a hortatory provision to its contracts encouraging, but not requiring, management neutrality in labor organizing activities.

In the agenda item before you, we have developed language for the Committee's consideration. In addition to the recommended language in the proposal before you, all health plan contracts currently have language that state that the contractor will provide coverage without interruption to our members, regardless of, among other things, labor disputes.

Therefore, if there is a labor dispute or strike, we have contract remedies already in place where we can contact the company and tell them the level of coverage we expect per their contract, and that they need to fix or cure those issues. If they don't, they could be in violation of their contract terms.

There is still one remaining question on this topic regarding whether there may be a subset of CalPERS non-investment contracts as to which CalPERS has a proprietary interest in ensuring neutrality and hence, may be able to go further.

We plan to meet with the Treasurer's office and

our stakeholders on this issue and we will report back, if think there is any progress to be made. This concludes my report, Mr. Chairman.

CHAIRPERSON COSTIGAN: Thank you, Ms. Malm. I do appreciate all the work that you and your staff did along with the Treasurer's office and the impacted employee organizations. So I think an excellent report, excellent conclusion.

We do have a few questions. We'll start with the Controller's office first.

Ms. Greene-Ross.

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ACTING COMMITTEE MEMBER GREENE-ROSS: Yes. So a couple questions. One, have -- can you describe a little bit about the history of using the contract remedies when there's an issue involving neutrality in labor agreements, for specifically about the health care contracts in the past?

Because I recall when prior -- years ago before the RCP was adopted, with respect to investments, CalPERS engaged often with the investment managers and the -- and, you know, wrote letters, and used our, you know, voice to encourage neutrality. Have we done similar things in the past with the health care contracts?

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:

I believe in the case of the Sharp contract, we

did what I just spoke of, where we're able to contact and let them know the level of service we expect per their contract. And that if they don't work that out, whatever way they choose to do so, that -- and they don't provide that service, that they could be in breach of their contract.

ACTING COMMITTEE MEMBER GREENE-ROSS: And what specific terms in our contracts have -- put -- have that?

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:

We have a specific term in our contract on labor disputes. And it's in the -- it's in all of our health care contracts only. And it's under the administrative and account management section (a)(e)(3), and it talks about, "Contractor will provide coverage and perform all administrative services without interruption regardless of, among other things, the following event", and number 3 is labor disputes.

ACTING COMMITTEE MEMBER GREENE-ROSS: Okay. So it sounds like an analogous engagement process like we sometimes do investment side of things. And then my other questions is if we have a statement of our belief and position about neutrality, when we adopted the RCP, I noticed in the historical, you know, summary of what had happened in the legal documents, that we tested it with investment managers. Would we need to do the same thing

for what staff proposed, the language you proposed? Would we still need to test it, so that we were consistent with our fiduciary duty to make sure we weren't cutting off our nose to spite our face, and not having as many contracts for some reason?

I can't see that we could, if it's just a neutral expression. But I just wonder -- I was just trying to understand if we needed to also test it to be consistent with our fiduciary duty?

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:

I'll start by saying that this is for non-investment contracts this -- the language that we're proposing. But you make a very valid point that we do not know whether there's an impact or not. And I'm going to let my General Counsel come and help.

GENERAL COUNSEL JACOBS: Yes. Good morning.

Ms. Greene-Ross, I think that your question does raise an important point. And I think the way I would answer it is it's not risk free, if we were to adopt the neutrality language that is in the agenda item.

The Steptoe opinion that you have from 2017 cites a case, the City of Oakland case, which held that the city's support of a strike -- the City of Oakland support of a strike at a local newspaper wasn't preempted. Now, that's a preemption case, not a fiduciary duty case. But

in that case, the city had canceled its subscription - it doesn't seem like a big deal - stopped advertising in the paper and it supported a boycott of the newspaper.

And the court emphasized in holding that it was not preempted that the city's proclamation had no binding effect on anybody, and there's a number of quotes regarding that.

So again, that's not a fiduciary duty case, but it seems to indicate the way a court would look at purely hortatory language like we have here. Now, ReedSmith does note that the aspirational language could benefit from testing. So it more seems to us more kind of precautionary than necessary, and we're not -- I mean, we've got a lot of experience, Kim's shop does, in terms of knowing whether this bargaining power that we are presumed to have we actually have, and we don't see it.

So we don't think that there is a lot of risk.

But, you know, in short, there is some risk, and we would have to monitor it.

ACTING COMMITTEE MEMBER GREENE-ROSS: All right. Thank you.

And lastly, I would like to move to waive attorney-client privilege on the updated legal memo that we received from fiduciary counsel, and the other counsel just narrowly for this purpose, so that the Controller's

Office obviously supports management, you know, neutrality. We would like the public to understand the current updated law on this issue, so that they understand what we can and can't do from our lawyer's advice. And since there was precedent for waiving the attorney-client privilege previously, because you included those documents in the material, we would like to make a motion to waive the attorney-client privilege solely just for these two legal documents, solely for this purpose.

CHAIRPERSON COSTIGAN: Okay.

that.

GENERAL COUNSEL JACOBS: I would --

CHAIRPERSON COSTIGAN: Go ahead, Mr. Jacobs.

GENERAL COUNSEL JACOBS: I would like to speak to

CHAIRPERSON COSTIGAN: Yes, please.

GENERAL COUNSEL JACOBS: I wouldn't recommend it.

It -- attorney-client privilege is an important privilege.

It's one of the few that this Board has in terms of confidentiality. The precedent that was set is almost nine years old, but it is a precedent. I don't think we should do it often, if at all, because of the -- because it does set a precedent, and because it could then cause interest groups to put pressure on us to waive it in the future.

It also, in general, can create a potential

waiver issue with respect to other writings on the general subject matter. I'm not saying it does, but it can. So I'm not in favor of it, but it's -- you know, you're not going to break my heart if the Board votes to do it. It does require a full Board vote though.

CHAIRPERSON COSTIGAN: So it would just be a recommendation.

ACTING COMMITTEE MEMBER GREENE-ROSS: Well, in an alternative then, we would request your office to put out a summary of the -- just an updated version of the current law, if you would be more comfortable with that.

CHAIRPERSON COSTIGAN: So can I ask a question?

So, Mr. Jacobs, I agree with you. I am often

concerned when we release anything that may be a

privileged document, because both it's the precedent, and
then now we're having to pick and choose what should be

release, and does this issue raise to it?

I think it is an attempt to be more transparent, which is what we continue to try and do. Can we achieve what the Controller's office is asking with a summary without treading too close to the line on the privileged aspects of the document?

GENERAL COUNSEL JACOBS: I think we can certainly as to the Steptoe opinion, because Steptoe basically confirms what was in the 2008 opinions. I'll state that

in open session right now.

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As to the fiduciary counsel's opinion, it probably goes a little bit further, so I think there's -- but I still would say there's probably a summary that we can prepare on that, that would -- and there's still some risk, but I think --

ACTING COMMITTEE MEMBER GREENE-ROSS: But more about updating --

GENERAL COUNSEL JACOBS: -- we could probably do it.

ACTING COMMITTEE MEMBER GREENE-ROSS: -update -- you know, just there were a few more cases since
that 2008 -- that -- just a summary of that, that I think
that would suffice for --

GENERAL COUNSEL JACOBS: Sure. And -- yeah, and I -- in fact, I just referred to one of the cases.

ACTING COMMITTEE MEMBER GREENE-ROSS: Yeah.

GENERAL COUNSEL JACOBS: I think we can do it.

ACTING COMMITTEE MEMBER GREENE-ROSS: Okay.

CHAIRPERSON COSTIGAN: So Ms. Greene-Ross, you've made a motion and it's been seconded. Would you like to withdraw your motion and just give staff direction --

ACTING COMMITTEE MEMBER GREENE-ROSS: Yes.

CHAIRPERSON COSTIGAN: -- or Committee direction?

ACTING COMMITTEE MEMBER GREENE-ROSS: Yes, I

would.

CHAIRPERSON COSTIGAN: All right. So, Mr.

Jacobs, we're going to withdraw the motion for the release of the document. We're going to give you, as part of both -- we'll do it now, and then we'll cover it in a moment again is Committee direction to come back with a memo in August, at our August board Meeting with the -- if that's possible with a summary with the updated cases to address the concerns raised by the Controller's office.

GENERAL COUNSEL JACOBS: Very good.

CHAIRPERSON COSTIGAN: Okay. Thank you.

ACTING COMMITTEE MEMBER GREENE-ROSS: Thank you.

CHAIRPERSON COSTIGAN: All right. Before we hear from the Treasurer's office, we had three witnesses, but Mr. Jelincic would you like to speak right now?

COMMITTEE MEMBER JELINCIC: Yes, please.

CHAIRPERSON COSTIGAN: Okay. Wait a second.

All right. Mr. Jelincic.

COMMITTEE MEMBER JELINCIC: Matt, you referred to the ReedSmith fiduciary opinion. And I'm wondering how much weight I should give that in the light of the fact that they're not our fiduciary counsel. When we selected a fiduciary counsel, we specifically said we did not want to create a second one or a spring-fed pool.

And ReedSmith is actually one of the firms that

your office didn't think was worthy of even having the Board consider it. The Controller's statement that the -- all the ones that were not brought forward were not qualified.

So given that, how much weight should I put on this opinion?

GENERAL COUNSEL JACOBS: Well, first of all, Mr. Jelincic, it was not the Legal Office's opinion that ReedSmith wasn't qualified. We had a process that involved the Board, and certain Board designees, to review the applications and put forward the two that we thought were best qualified, but we certainly didn't say, or mean to say, if we did, that ReedSmith was not qualified.

Going backwards, the reason that we -- that I selected ReedSmith for this assignment was because they have a history of working on the Responsible Contractor Policy going back several years, and I believe the author of that opinion is a well-qualified individual. And so we wanted to save some money, rather than have new fiduciary counsel, who we have the utmost confidence in, go back and have to learn what the Responsible Contractor Program is, what its history is, the nuances of it. So that's the call that I made.

COMMITTEE MEMBER JELINCIC: And I heard some ambiguity as to what I said. It was actually the

Controller's Office that said that the other 11 were not qualified.

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CHAIRPERSON COSTIGAN: Mr. Jelincic, I think, the comments that were made, it was a procurement process.

And I think we may be stretching the term not qualified as in did they meet the qualifications of the RFP? There are many times my law firm bids on a contract, and we don't make it to the final round, and I wouldn't say that we're not qualified, we just didn't meet the terms of that RFP.

But I will call on the Controller's office if that's okay?

ACTING COMMITTEE MEMBER GREENE-ROSS: They were all very --

CHAIRPERSON COSTIGAN: Hang on a second, Ms. Ross.

Okay. Ms. Greene-Ross.

ACTING COMMITTEE MEMBER GREENE-ROSS: They were all very impressive law firms. Some of them were not included in the once that we brought forth because they were out of State, they would cost more money for commuting here, and so there were a whole host of choices. Nobody wasn't -- not a qualified law firm. Some of them hadn't work specifically on our issues, some of them were out of State, and what have you, so I don't appreciate your mischaracterization.

CHAIRPERSON COSTIGAN: Anything else Mr.

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1 Jelincic? COMMITTEE MEMBER JELINCIC: So from the counsel, 2 3 you believe I should give it full weight and credit? GENERAL COUNSEL JACOBS: Yeah. 4 5 COMMITTEE MEMBER JELINCIC: Thank you. 6 CHAIRPERSON COSTIGAN: Okay. Before I call on 7 the Treasurer's office, we have three witnesses that we'd 8 like to come up. 9 Mr. Brennand, Mr. Whalen and Ms. Flocks. Ιf you'll come up, have a seat to my left, because my 10 11 understanding you all want to speak on Item 5a. 12 So three minutes. Mr. Whalen -- do you care 13 which order you all go in? 14 Mr. Brennand signed up first, unless you want to 15 lead off. All right Mr. Whalen, three minutes, sir. 16 Hang on a second. Turn on his microphone, 17 It's still not on. please. 18 Mr. Brennand's is on. Could you turn on Mr. 19 Whalen's? 20 COMMITTEE MEMBER JELINCIC: You're on. 21 MR. WHALEN: Thank you. Pat Whalen here on behalf of United Nurses 22

I wanted to speak, one, in support of the concept

Association of California, Union of Health Care

Professionals, a proud member of AFSCME.

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    that there be additional exploration and in support of the
    Treasurer's motion to provide more data, in terms of the
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    legal basis. I also -- this is part comment, part
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    question. I believe I understood Ms. Malm -- in Ms.
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    Malm's presentation that there was going to be some
    reaching out or discussion with stakeholders.
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             We'd like to participate in that and would like
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    to get whatever information is available to -- for that
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   process to begin.
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             CHAIRPERSON COSTIGAN: Thank you, Mr. Whalen.
             Mr. Brennand.
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             MR. BRENNAND: Good morning. I'm in the odd
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   position of actually supporting a staff recommendation for
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    a change.
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             (Laughter.)
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             CHAIRPERSON COSTIGAN: There's always a first
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    time.
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             (Laughter.)
             MR. BRENNAND: Happy to be here.
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             (Laughter.)
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             CHAIRPERSON COSTIGAN: There's always a first
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    time.
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             MR. BRENNAND: It's a little uncomfortable, but
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    I'll get through it.
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(Laughter.)

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MR. BRENNAND: We'd like to support the recommendation of staff. We also support releasing the attorney-client privilege in this isolated instance, because we believe the conversations between stakeholders, the Treasurer's office, and your legal staff are going to require that level of specificity, if there's going to be a means of finding a way forward, given the prior court cases and obstacles to making this aspirational language somewhat more operational.

So we'd like you to consider that or perhaps consider it in the future as we go forward with any potential negotiations.

With that, I support the staff recommendation.

CHAIRPERSON COSTIGAN: So please plan on being here in August, hopefully with Mr. Jacobs coming back, we'd like your input after we see his summary document. So thank you for being here.

CHAIRPERSON COSTIGAN: Mr. Flocks.

MS. FLOCKS: Mr. Chair, members, Sara Flocks from the California Labor Federation. We are also here in support of the staff's recommendation. Echo the comments by my colleagues. We think this is an incredibly important issue and look forward to a stakeholders process and the deliberations, and as Mr. Brennand said, taking this aspirational language and making it operational,

1 because that's where the real change is going to happen. So thank you very much for the opportunity. 2 3 CHAIRPERSON COSTIGAN: Thank you. 4 We have two more witnesses. Tristan Brown and 5 Brian Allison would please come on down. 6 Sorry, you're not witnesses. You're public 7 presenters. My Vice Chair corrected me. 8 GENERAL COUNSEL JACOBS: While we're waiting, if 9 I may. 10 If I may? 11 CHAIRPERSON COSTIGAN: Yes sir, Mr. Jacobs. GENERAL COUNSEL JACOBS: I didn't understand the 12 13 direction previously to suggest that we were also going to 14 have another agenda item on this. 15 CHAIRPERSON COSTIGAN: No, I just -- have a memo 16 prepared for August that we'll be able to handout. 17 GENERAL COUNSEL JACOBS: 18 CHAIRPERSON COSTIGAN: Yes. So that I just 19 wanted to give -- so that people anticipate when it will 20 be coming forth, but at this point we'll --GENERAL COUNSEL JACOBS: Got it. Thank you. 21 22 CHAIRPERSON COSTIGAN: Thank you. 23 MR. BROWN: Thank you, everyone. Tristan Brown

with the California Federation of Teachers, here to simply

echo the comments you've already heard that we also

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support the staff recommendation on this item, and look forward to engaging, and coming out with a good fair process. We think neutrality is about fairness, not about preferential treatment, so we look forward to the future here and thank you for your time.

CHAIRPERSON COSTIGAN: Thank you, sir.

MR. ALLISON: Mr. Chair and members, Brian
Allison on behalf of the American Federation of State,
County, and Municipal Employees.

Also here to echo the comments made by previous presenters on this issue -- or previous witnesses rather. Incredibly important step, the aspirational language. But I also would echo the concerns of folks that we would like the opportunity to engage within the stakeholder process, as well as our affiliate UNAC who's representative you heard from here before.

This is a critically important issue. Think that it's the responsibility of this Board to dive deeper into these types of issues. So with that, we support the staff recommendation.

Thank you for your time today.

CHAIRPERSON COSTIGAN: All right. Thank you.

And I assume, Ms. Malm, has your information.

24 But if you don't, please just see Ms. Malm before you

25 | leave today.

I believe those are the only folks wishing to comment on 5a. That's correct.

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I'm now going to call on the Treasurer's office.

ACTING COMMITTEE MEMBER GLASSER-HEDRICK: Thank

you, Mr. Chairman. On behalf of the State Treasurer, I

wanted to thank Calpers staff for diving into the issues

relating to organizational neutrality and clarifying the

case law regarding the broad implementation of the

concept.

Furthermore, I wanted to express sincere appreciation to staff to further explore whether or not CalPERS has any ability to operationalize the currently drafted or currently proposed aspirational language, given the preemption that exists through a market participation exemption.

CalPERS has long held the belief that those seeking to do business with the largest national public pension system should not interfere with the rights of workers to self-determine whether or not collective bargaining is in their best interests or not.

So why now is the Treasurer's Office seeking to articulate this value of self-determination in CalPERS's contracts?

The Treasurer sees a workforce that's empowered to make decisions in their best interests as a more

productive workforce. For this reason, the Treasurer views staff recommendation as being consistent with the Board's fiduciary duties and responsibilities. In summary, if employees desire to join a union, CalPERS remains neutral, and CalPERS should insist that its business partners adopt a similar stance.

With that, I'd like to move staff's recommendation.

VICE CHAIRPERSON TAYLOR: Second.

CHAIRPERSON COSTIGAN: It's been moved and seconded by Ms. Taylor.

Is there any further discussion on adopting staff recommendation?

Okay. We do have a few questions. First of all, anybody from -- yes, Mr. -- ooh, sorry. Mr. Slaton.

COMMITTEE MEMBER SLATON: I'd like to ask -- I'd like to ask staff to just articulate exactly what the recommendation is and then I have a question.

GENERAL COUNSEL JACOBS: If I might, I think there's been a little confusion on whether it's a recommendation. I think we've put forward an option that's consistent with the Treasurer's request that we explore the area and come forward with options, but it's not a recommendation, per se. It's something that -- it's language that you could adopt.

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             COMMITTEE MEMBER SLATON: So is this -- is this
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    vote to adopt language or is it merely to continue the
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   process?
             GENERAL COUNSEL JACOBS: This would be to adopt
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    the language that is in the staff report.
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             COMMITTEE MEMBER SLATON: Okay. Is that the
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    first sentence that starts, "CalPERS recognizes the
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    value..."?
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             OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:
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             That's correct.
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             COMMITTEE MEMBER SLATON: Okay.
             OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:
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             And the second sentence to remain -- or second
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   paragraph to remain neutral.
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             COMMITTEE MEMBER SLATON: Second paragraph as
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   well.
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             OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:
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             Yes.
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             COMMITTEE MEMBER SLATON: So the question I have
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    for staff, is there any other -- any other State agency
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    that has comparable language in their contracting --
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    contract provisions, any State agency?
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             OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:
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             Not that I'm aware of.
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             COMMITTEE MEMBER SLATON: Pardon me?
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1 OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM: 2 Not that I'm aware of. It's not in the 3 Department of General Services template. It's -- not that 4 I'm aware of is it at this level of detail. There's NLRA 5 language in our contracts, and in the State contracts. 6 COMMITTEE MEMBER SLATON: Correct. 7 OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM: 8 But this language is not that I'm aware of. 9 COMMITTEE MEMBER SLATON: Okay. So is there some 10 reason this language is not in the Department of General 11 Services 77 terms, since they're kind of the lead agency for contracting externally for the State of California? 12 13 OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM: 14 I don't know the answer to that question, Mr. 15 Slaton. 16 COMMITTEE MEMBER SLATON: Okay. I just -- yeah, 17 it seems like they're the lead agency for doing 18 contracting, so -- CalTrans also doesn't have it as far as 19 you know? 20 OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM: 21 Not that -- it's not my understanding. 22 COMMITTEE MEMBER SLATON: Okay. All right. 23 Thank you. 2.4 CHAIRPERSON COSTIGAN: All right. Mr. Gillihan, 25 I'm going to go to Committee members first, if that's

okay, and then I'll come to you.

Ms. Greene-Ross.

ACTING COMMITTEE MEMBER GREENE-ROSS: Oh, I just wanted to tell Bill, having worked on it in a transportation agency, that transportation agencies often have a market participation exemption, because they do have, under -- and this is part of what was in the legal analysis, that they have -- the State is controlling the project, so they'll have like Project Labor Agreements language in their contracts. So it's even more extreme for like CalTrans, some of their contracts, and High-Speed Rail Authority. We had several over there.

CHAIRPERSON COSTIGAN: Would that be from your days at high-speed rail?

Mr. Gillihan.

COMMITTEE MEMBER GILLIHAN: Thank you, Mr.

Chairman. I just -- I feel like we're drifting from our core purpose here. And I don't understand how this language, in any way, benefits our members, the payment of benefits to them, or -- and I wonder if they could have any sort of unanticipated consequences for the administration and the cost of administering this system. So if this motion passes, when we get to the full Board later this morning, I'll be abstaining on the vote.

CHAIRPERSON COSTIGAN: Thank you.

Mr. Jelincic.

COMMITTEE MEMBER JELINCIC: I have a question for the Treasurer, but first, I would like to make a statement.

The -- I have no problem with the aspirational language. I don't think anybody should. But quite frankly, aspirational language that doesn't have operational language doesn't mean much. And so it's really getting down to the operational language.

Given the fiduciary counsel's opinion, which we've been told we should give full weight to, it's not at all clear that we actually can get to operational language. And given that, I'm not sure that this is really a good use of staff time.

We have big, big problems in investments, in terms of getting expected returns. We have -- we're going to go through a big health care open window period soon. We're going to be putting out lots of information on that to help people. So I'm just not sure that this is the optimum use of the limited resource called staff.

My question for the Treasurer is what language do you have in your contracts that relate to this? And, you know, why should we use Trust assets to push this agenda, if we're not using State assets?

ACTING COMMITTEE MEMBER GLASSER-HEDRICK: That's

a good question. Thank you.

We are -- the Treasurer's office has retained legal counsel to take a look at our contracts. And so we are -- we are working towards incorporating the Aspirational language to the extent that counsel opines that it is acceptable.

 $\label{eq:committee} \mbox{COMMITTEE MEMBER JELINCIC:} \quad \mbox{In which case, maybe} \\ \mbox{we ought to let you take the lead and sit back and wait.} \\$

So okay. Thank you.

CHAIRPERSON COSTIGAN: Thank you.

Mr. Slaton.

COMMITTEE MEMBER SLATON: Thank you, Mr. Chair.

Mr. Gillihan raised something that reminded me that the issue of potential cost in this. In the health care arena in our PPO plan, which is self insured, do we know whether, in fact, there are cost implications associated with this -- with putting this policy in, or frankly any of the other area -- contracting area do we know?

GENERAL COUNSEL JACOBS: Well, that's the risk that I was speaking of a moment -- a moment ago. And that's - excuse me - touched on in the ReedSmith memo. Our experience collectively is that we don't have that kind of bargaining power that ReedSmith apparently thinks that we do. But maybe I should bargain harder with

ReedSmith on rates the next time around, since it thinks that we have that kind of power, but we'd have to monitor it for sure.

COMMITTEE MEMBER SLATON: Okay.

GENERAL COUNSEL JACOBS: And at the first indication that there was going to be some cost incurred or that we're going to lose the opportunity to have somebody bid on a contract, we would need to bring that back before you or abandon the language.

COMMITTEE MEMBER SLATON: Well, it does raise a concern. When I go back through my professional career history of bidding -- helping vendors bid into the public sector, and in particular, the State of California, that every time there was a term and condition added, even if it was aspirational, it raised the hurdle for vendors bidding. And some vendors would say, well, you know, there are other opportunities where I don't have to worry about this particular issue, so maybe I won't bid.

And so my experience is that the more public sector terms and conditions that are added in, particularly those that are -- that may not have a real direct benefit or the -- even the ability to enforce, yet create complexities for people bidding in. And so that, I think, can potentially impact cost. And that concerns me for this fund, as we're trying to meet making the retiree

benefit payments to everyone in the future.

GENERAL COUNSEL JACOBS: Yeah. No, I think it's a good point. And I think that inherent in the delegation that already exists to the CEO would be the delegation that in any particular case, were there a -- an issue in this regard, that we would not be required to place it into the contract. And so that -- so that we could avoid that scenario or that cost.

CHAIRPERSON COSTIGAN: Ms. Taylor.

VICE CHAIRPERSON TAYLOR: Yes. Thank you, Mr. Chair. I understand the concerns. I think that the -- that Mr. Slaton and Mr. Gillihan have. But I think we already, if you read through the documents, it looks like that we already have a -- language in a lot of our contracting that talks about labor neutrality, and that we already, you know, take care of, if we notice that something is going on, if I'm correct about that.

And I think that where that's -- where that happens, which is I don't know how often, but I wouldn't imagine it's all that often, I don't think we're looking at extreme -- any extra costs other than picking up the phone and making a comment to our contractors, which I think we already do. I think this is just language to define it just a little bit better, and it's aspirational language. There's no requirement. I don't know that

we're going to perceive nay additional costs with this.

So I'm in support of staff recommendation, and I am encouraging my co-Board members to also support this. It is a recommendation. It is not a requirement. There doesn't appear to be any extra cost, if you're looking at the document itself. And again, I encourage support for staff recommendation.

CHAIRPERSON COSTIGAN: Thank you, Ms. Taylor.
Mr. Jones.

COMMITTEE MEMBER JONES: Yeah. Thank you, Mr. Chair. I could also support staff's recommendation, because as staff has commented on, that it doesn't appear that it's going to be very costly to do a review, and to report back on their findings. So I don't see any impediments of them moving forward with this. So I support the recommendation.

CHAIRPERSON COSTIGAN: Thank you, Mr. Jones.
Ms. Greene-Ross.

ACTING COMMITTEE MEMBER GREENE-ROSS: Yeah, I just want to get clarification on exactly are we adopting the language -- is the motion to adopt it now or to have you to go back and assess reaction to it like we did with the RCP? What's the timeline?

GENERAL COUNSEL JACOBS: As I understand the motion, and the Treasurer can better state it, but it's to

place it into contracts now.

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:

Non-investment contracts.

GENERAL COUNSEL JACOBS: Non-investment contracts.

Thank you.

ACTING COMMITTEE MEMBER GREENE-ROSS: Do we need -- so I'm a little confused, because I agree with Ms. Taylor that I don't think it's any different than some of the things we already -- you already described, as far as our contractual remedies and our health care contracts now. But I'm a little torn about whether we need to determine, as part of our fiduciary duty, whether there's any risk, meaning additional cost to the fund.

So I was just looking for the timeline of having you guys do that assessment and -- before we require it to be put in the contract.

CHAIRPERSON COSTIGAN: Because I think, as Ms.

Greene-Ross is raising, there are two issues. One, Ms.

Malm, as you stated, first of all, there is federal

preemption that what the provisions, first of all, seek to

do, the National Labor Relations, if there's an unfair

labor practice, there's already a federal opportunity.

I guess, it was my understanding that one of the concerns may be, even by adopting aspirational language,

the cost could be is that we would now, as CalPERS, be placed in the position of potentially expending funds to enforce an aspirational provision is we're creating this expectation. And that's part of the unknown right now is the cost aspect? You know, what am I getting here?

I just want to make sure -- because my understanding -- no, I -- but I -- I know I've --

 $\label{eq:acting_committee} \mbox{ ACTING COMMITTEE MEMBER GREENE-ROSS: That's not } \\ \mbox{what I was saying.}$

CHAIRPERSON COSTIGAN: That wasn't what you were saying. I was just building a little bit further on I just want to understand the difference between NLRB and what this provision does?

GENERAL COUNSEL JACOBS: Okay.

CHAIRPERSON COSTIGAN: I'm sorry. Go ahead, Ms. Greene-Ross.

ACTING COMMITTEE MEMBER GREENE-ROSS:

Aspirational language, as I read the legal counsel's memo, is not federally preempted. It's only if it has any kind of endorsement that it is federally preempted.

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:

Yes.

2.4

CHAIRPERSON COSTIGAN: Correct.

ACTING COMMITTEE MEMBER GREENE-ROSS: So this

aspirational language, all I was saying is it doesn't appear that it would have any additional cost, because our contracts have enforcement mechanisms in them for existing terms, if there is disruption and service for our members.

So all I was asking is if we are required to have staff poll our existing contractors where this language would go in for future contracts. I don't think we can adopt anything retroactively in a contract.

For future contracts, do we need to just do a poll like we did with RCP to ensure that there are no additional costs. So I was just asking for the timeline of -- if when would this go into effect? So my issue wasn't that there was any issue with the language, because on it's face it has no teeth, and the actual contracts already have teeth in them for breach of contract for disrupting our services.

GENERAL COUNSEL JACOBS: The Legal Office -CHAIRPERSON COSTIGAN: Hang on a second. Turn
your mic on.

GENERAL COUNSEL JACOBS: The Legal Office does not think that you need to weight and do that kind of testing, and that if you look at ReedSmith's opinion, it's suggestive of that. So we don't think it's necessary if you monitor it. But again, I want to state it's not risk free.

1 CHAIRPERSON COSTIGAN: Anything else, Ms.

Greene-Ross?

3 ACTING COMMITTEE MEMBER GREENE-ROSS: (Shakes

4 head.)

2.4

CHAIRPERSON COSTIGAN: Mr. Slaton.

COMMITTEE MEMBER SLATON: Yeah, let me be a little more clear as to why I am not in favor of the staff recommendation, including this language. And it has to do with how the vendor community reacts to additional terms and conditions. And we can't forecast that. We don't know exactly what the vendor community is going to do, and how they would react to it.

So I think aspirational language that cannot be enforced, doesn't really necessarily accomplish much, other than state a position. But it could have ramifications on the other side from the vendor community, some of whom may say, you know, it's just -- you've just added -- you've added one more straw on the camel's back on terms and conditions.

And right now, we have 77 provisions from General Services plus provisions that we have. And I think that it does have the effect of reducing competition, so I'll be voting against the motion.

CHAIRPERSON COSTIGAN: Thank you, Mr. Slaton.

We're going to go back to the Treasurer's Office.

ACTING COMMITTEE MEMBER GLASSER-HEDRICK: I was just wondering, given the CEO has discretion to remove the provision currently, can there be a reporting mechanism to the Board, whereby if there are concerns raised regarding costs, that that information is brought back to the Board, and a decision is made a that point in time on how to go forward?

GENERAL COUNSEL JACOBS: Well, operationally, that sounds pretty cumbersome, quite frankly, so I would not be in favor of it.

CHAIRPERSON COSTIGAN: Okay. Hang on. Wait,
wait. I have to go in order. I'm sorry, Ms. Greene-Ross.
Mr. Jelincic.

COMMITTEE MEMBER JELINCIC: I have gotten really confused during this discussion. The recommendation -- my understanding is the motion was to approve the staff recommendation. The staff recommendation in total says, "Add a new provision to the Calpers contracts with its contractors that supports and encourages management neutrality with respect to labor organizing activities".

That is the sum total of the recommendation, and therefore I assume the sum total of the motion.

OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:
With the language listed in the agenda item, Mr.
Jelincic.

COMMITTEE MEMBER JELINCIC: So the --1 OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM: 2 3 The two paragraphs that talk about -- that state, 4 "Staff has developed a potential articulation of this 5 report" -- of the support. It's page three. 6 COMMITTEE MEMBER JELINCIC: And where -- and, 7 pardon me, but where is that in the --8 CHAIRPERSON COSTIGAN: Three of three. 9 OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM: 10 Page three of three. 11 COMMITTEE MEMBER JELINCIC: Page three of three. GENERAL COUNSEL JACOBS: I think the confusion 12 13 may be that the language -- and by the way, let me restate 14 that this is not a staff recommendation. This is staff's 15 response to a request as to options that could come 16 forward that we might be able to do. And the option that 17 is presented is the two paragraphs at the top of page 18 three, the one -- the sentence that you stated, Mr. 19 Jelincic, and then the following sentence, "To remain 20 neutral means...", and it goes on. 21 COMMITTEE MEMBER JELINCIC: Okay. So we have an 22 agenda item signed by Kimberly Malm and Douglas Hoffner, 23 and it starts with recommendation, but it is not a staff

24

25

recommendation.

COMMITTEE MEMBER JELINCIC: Okay. No wonder I'm confused. Thank you.

CHAIRPERSON COSTIGAN: Are you ready?

Okay. So I'm going to call back on the

Treasurer's office to restate their motion.

ACTING COMMITTEE MEMBER GLASSER-HEDRICK: Thank you, Mr. Chairman.

I'd like to make a motion to adopt the language that's currently in the staff's staff report, which reads, "CalPERS recognizes the value of labor organizing and encourages the entities with which it contracts to demonstrate that they also value the principle by encouraging management neutrality in labor organizing activities.

"To remain 'neutral' means not to take any action or make any statement that will directly or indirectly state or imply any support for or opposition to the selection by the Contractor's employees of collecting -- of a collective bargaining agent, or preference or opposition to any particular union in a bargaining unit. Nothing in this section obligates or prohibits the Contractor from entering into private neutrality, labor peace, or other lawful agreements with a labor organization seeking to represent or who currently represents the Contractor's employees".

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So the motion would be to include that verbiage
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    in all of CalPERS contracts, excluding investment
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3
    contracts moving forward.
             OPERATIONS SUPPORT SERVICES DIVISION CHIEF MALM:
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5
             Correct.
6
             CHAIRPERSON COSTIGAN: I just wanted to restate
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         Ms. Taylor, as seconder, still agrees with that.
8
             VICE CHAIRPERSON TAYLOR: Yes.
9
             CHAIRPERSON COSTIGAN: Okay. Thank you.
10
             Mr. Gillihan.
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             COMMITTEE MEMBER GILLIHAN: Thank you, Mr. Chair.
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             I was actually -- Ms. Jacobs already addressed
13
    the point. I heard earlier that it wasn't actually a
14
    staff recommendation, but yet Committee members are
15
    referring to it as such. I wanted to get clarity, but Mr.
16
   Jacobs addressed it. Thank you.
             CHAIRPERSON COSTIGAN: Okay. Any other
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18
   questions, Ms. Greene-Ross?
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             ACTING COMMITTEE MEMBER GREENE-ROSS: (Shakes
20
   head.)
             CHAIRPERSON COSTIGAN: Nothing. I just want to
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22
   make sure. You'd pushed your microphone, then off.
23
             ACTING COMMITTEE MEMBER GREENE-ROSS: I turned it
24
    off.
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CHAIRPERSON COSTIGAN: I know. Well -- okay.

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   has been moved. It has been seconded.
             Any further discussion?
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 3
             Hearing none.
             All those in favor?
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             (Ayes.)
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             CHAIRPERSON COSTIGAN: Opposed?
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             (Noes.)
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             CHAIRPERSON COSTIGAN: Okay. I think we're going
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    to have to do an electronic vote on that.
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             (Thereupon an electronic vote was taken.)
             CHAIRPERSON COSTIGAN: I don't vote as the chair.
11
    I only break a tie.
12
13
             Okay. The motion passes 4 to 2.
14
             Thank you.
15
             Okay. Appreciate that.
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             So just a couple more items to go. Before we get
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    to Committee wrap-up, at our -- this is you, Pam. At our
    last Board meeting, Mr. Jelincic had raised a series of
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19
    issues. I have, for the Committee members, and we will
20
   have for the full Board the response to Mr. Jelincic's
    questions. So this is just a follow up to -- thank you
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22
    for putting it in writing to us. There's no action item,
23
    and there is no public comment on this.
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             There will be copies of the answers made
25
    available at the conclusion of this meeting.
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             COMMITTEE MEMBER JELINCIC: Okay. And might I
 2
    suggest --
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             CHAIRPERSON COSTIGAN: Hang on a second, Mr.
 4
    Jelincic. And I need to -- can you clear the vote or do I
5
   need to do that, to go back to the microphones.
6
             Oh, sorry. There you go. I got it.
7
             Mr. Jelincic.
             COMMITTEE MEMBER JELINCIC: And might I suggest
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9
    that at least for the Board, you also distribute the
10
    request that I had submitted, so they have a context.
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             CHAIRPERSON COSTIGAN: Thank you, Mr. Jelincic.
12
    I believe, if you -- when you see the memo, you will
13
    actually see the questions you articulated are laid out in
14
    the memo, and then the answers are provided, so --
15
             COMMITTEE MEMBER JELINCIC: Okay. In which case,
16
    I --
17
             CHAIRPERSON COSTIGAN: Yes, we did try to
18
   anticipate.
19
             COMMITTEE MEMBER JELINCIC: Okay.
20
             CHAIRPERSON COSTIGAN: Any further discussion on
21
    the item from May?
             INTERIM CHIEF FINANCIAL OFFICER TIMBERLAKE
22
23
   D'ADAMO: No.
2.4
             CHAIRPERSON COSTIGAN: If not, I think we are at
25
    Summary of Committee Direction.
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             INTERIM CHIEF FINANCIAL OFFICER TIMBERLAKE
 2
   D'ADAMO: May I take a stab at this?
 3
             CHAIRPERSON COSTIGAN: Yes, you may. Better than
 4
   me.
             INTERIM CHIEF FINANCIAL OFFICER TIMBERLAKE
5
6
   D'ADAMO: I have, come back with a memo for distribution
7
    in August, if possible, that summarizes the updates of the
8
    legal cases raised by the Treasurer's office.
9
             CHAIRPERSON COSTIGAN: Ms. Greene-Ross, is that
10
   acceptable?
             ACTING COMMITTEE MEMBER GREENE-ROSS: I'm sorry?
11
12
             CHAIRPERSON COSTIGAN: I'm sorry. We're going to
13
   bring back in response to the Controller's request, if
14
   possible, in May -- in August updating, as you had
15
   requested.
16
             ACTING COMMITTEE MEMBER GREENE-ROSS:
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             CHAIRPERSON COSTIGAN: Okay. Thank you.
18
             I think that's it. That's the only Committee
   direction.
19
20
             INTERIM CHIEF FINANCIAL OFFICER TIMBERLAKE
21
   D'ADAMO: Got it. All right.
22
             CHAIRPERSON COSTIGAN: All right. Anything else?
23
             Any other public comment?
24
             All right. This Committee is adjourned.
25
    /////
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CERTIFICATE OF REPORTER

I, JAMES F. PETERS, a Certified Shorthand
Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing California Public Employees' Retirement System,
Board of Administration, Finance & Administration

Committee meeting was reported in shorthand by me, James
F. Peters, a Certified Shorthand Reporter of the State of California;

That the said proceedings was taken before me, in shorthand writing, and was thereafter transcribed, under my direction, by computer-assisted transcription.

I further certify that I am not of counsel or attorney for any of the parties to said meeting nor in any way interested in the outcome of said meeting.

IN WITNESS WHEREOF, I have hereunto set my hand this 27th day of June, 2017

James & Cottes

JAMES F. PETERS, CSR
Certified Shorthand Reporter
License No. 10063